

The Ohio State University  
Department of Athletics & Business Advancement  
Performance Review

**Employee:** Mickey Marotti  
**Job Title:** Assistant Athletic Director, Strength and Conditioning  
**Manager:** Ryan Day  
**Date of Review:** \_\_\_\_\_

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### **Performance Management Process:**

We are committed to fostering a high performance culture. To achieve this, we strive to provide each member of our staff with clear performance objectives, ongoing coaching and feedback, professional development, and recognition for exceptional work.

The performance review gives employees and managers an opportunity to reflect on the past year, celebrate our successes, learn from our challenges, and plan for our future.

Sections I & II of the review must be completed by each employee and forwarded to your manager prior to your review. The manager will review the information the employee provides in the self-appraisal and goal setting sections and use it to help them complete the annual review. Employees and managers must meet to discuss the review. Employees are able to attach comments to the review if they choose to.

All reviews must be completed and turned in to Human Resources by June 14<sup>th</sup>.

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### **Core Values:**

<b>Integrity</b>	We will act with integrity and personal accountability.
<b>Education</b>	We will educate each student-athlete with quality academic, competitive, leadership and social experiences to build a sense of responsibility and foster an appreciation for life-long learning.
<b>People</b>	We will keep the well-being of our student-athletes, coaches and staff at the core of every decision.
<b>Excellence</b>	We will excel in performance, achievement and service.
<b>Respect</b>	We will celebrate a climate of mutual respect and diversity by recognizing each individual's contribution to the team.
<b>Innovation</b>	We will encourage innovation, develop a curious mindset and embrace change.
<b>Community</b>	We will enhance the lives of those in our university, city and state communities by helping and paying forward to others.
<b>Tradition</b>	We will build upon our traditions which have been developed throughout our proud history.

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## Section I. – Self Appraisal

List your key job responsibilities. Assign the % of your time spent in each area. Evaluate each area according to the rating standards. Complete all sections in section I prior to your review and forward to your manager.

% Time	Description of key job responsibilities	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
60	Responsible for the design, development and implementation of the Ohio State Strength, Speed, and Conditioning Program. Coordinate, supervise and manage football strength program operations budget needs/staffing/policies and procedures	x		
10	Director of Football Performance Team. Direct liaison to the head football coach. Direct liaison with all aspects of sports performance regarding the football program. Sports Science Technology	x		
10	Provide complete football program support to head football coach, including duties as NFL liaison, player scheduling, leadership and all duties as assigned.	x		
20	Direct the OSU Athletic Department Strength and Conditioning Program for all 36 sports. Provide direction and leadership to all sports performance personnel. Direct program approvals, policy and procedures and oversee budget		x	

### Summary & Highlights of this past year:

- \*Developed, designed, and implemented comprehensive training program for the 2018 Big Ten Champion and Rose Bowl Champion Football Team.
- \*Implemented increased and updated usage of sports science technology for performance indication, injury risk management, and recovery protocols.
- \*Facility / Program Visits (professional development) 1.U of Oklahoma 2.Oklahoma State 3.USC 4.Tennessee Titans 5. [NFL](#) Combine
- \*Attended the CSCCa National Conferences (Board of Directors of CSCCa, re elected 3 year term)
- \*Was a part of the development 9 NFL draft picks, including 2 in the 1<sup>st</sup> round
- \*Developed Comprehensive Departmental Strength and Conditioning Policy and Procedure [Manual](#) for Staff
- \*Opening of Gene Smith Strength and Conditioning Center, Jennings Weight Room, Upgrade of French Fieldhouse Weight Room
  
- \*Hired Chris Fenelon from Iowa State University to replace Jeff Uhlenhake who transitioned over to Olympic Sports strength training.
- \*Integrated 22 full time staff in the department. Instituted monthly staff meetings and monthly APT meetings in ALL sports.

### Challenges I faced this past year: (job/position related)

Keeping the 2018 Buckeye football team driven, focused, and improving every day, despite the absence of HFC Coach Leadership role in football during the preseason, when our head coach was suspended.  
Balancing the direction of overall strength program and football responsibilities.  
Getting All Strength and Conditioning / Sports Performance Staff Members on Board and buying into ONE culture  
Creative ways of leadership, motivation and inspiration with Sports Performance staff (22 Full time strength coaches)  
Balancing all job responsibilities, quality family time and adequate self time  
Keeping up with the constant changes of sport science and technology and how to utilize information  
Keeping up to date with the constant changes in training, ,recovery, and legislation

### What I will do this year to improve myself & my program:

- \*Continue to research, collaborate and upgrade sports performance training, studying sport science and recovery protocols.
- \*Reach out to a talented sports performance staff and coaching staff within the department
- \*Continually develop the strength and conditioning staff on a daily basis.
- \*Incorporate supervisors meeting within the department to ensure cohesiveness once per month.
- \*Continue to research best practices and training research to improve programs
- \*Manage time more efficiently and effectively, balancing football and administrative duties
- \*ALWAYS Strive to be the BEST
- \*Delegate more to staff. Lead and mentor

## Section II. – Performance Review

Staff will be rated by their manager in each of the performance areas listed below. Employees and their manager will meet to discuss each section, why they received each rating, examples to support each rating, and if needed what the manager's expectations are and how the employee can sustain or improve in each area.

### Rating Standards:

Employees will be given ratings for each of the listed performance areas according to the following rating scale:

<b>Performance Exceeds Expectations</b>	<ul style="list-style-type: none"><li>• Work is consistently efficient, accurate, reliable and, timely; is of superior quality and goes beyond the expectation of the performance objective or core competency.</li><li>• Work is a model for reflecting and supporting the values of The Ohio State University and Department of Athletics.</li></ul>
<b>Performance Meets Expectations</b>	<ul style="list-style-type: none"><li>• Work consistently meets the requirements of the performance objective or core competency.</li><li>• Performance is of high quality; it is efficient, accurate, reliable, and timely.</li><li>• Work is done in a manner that reflects the values of OSU and Department of Athletics.</li></ul>
<b>Opportunity for Improvement</b>	<ul style="list-style-type: none"><li>• Performance may partially meet the requirements of the performance objective or core competency.</li><li>• Performance warrants considerable improvement.</li><li>• Specific recommendations should be discussed in order to facilitate improvement.</li></ul>

Core Competencies:	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
1. Job Knowledge:	x		
2. Productivity & Quality of Work:	x		
3. Communication:		x	
4. Teamwork:	x		
5. Personal Conduct & Accountability:	x		
6. Leadership:	x		
7. Management (if applicable):		x	

### Summary & Highlights from Past Year:

2018 Big Ten Champions and 2019 Rose Bowl Champions

Completion of Departmental Policy and Procedures Manual

Establishment of a FULL staff of strength and conditioning coaches

Attended Cscca National Conference , visited Tenn Titans facility for professional development, visited USC, Oklahoma, Oklahoma State for facility, program visits.

2019 Football Strength and Conditioning Clinic

Trained and was part of the development 9 NFL draft picks, including 2 in the 1<sup>st</sup> round

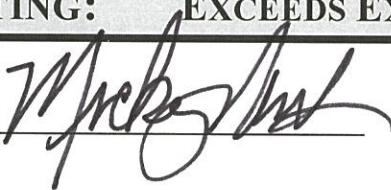
Completion of Installation of Gene Smith Strength and Conditioning Center and Jennings Weight Room

**Key areas or priorities for growth / improvement / focus for the upcoming year:**

- \*Continue to learn new ideas, and interact more with all support areas of the performance team and athletic department.
- \*Improve communication with all sport coaches, performance personnel, and strength and conditioning coaches.
- \*Improve organization of department goals pushing the mission, objectives, and desired culture.
- \*Monthly staff meetings with strength coaches.
- \*Must delegate more responsibility, which produces better ownership
- \*Attend National Leadership Conference, CSCCa conference
- \*Visit NCAA :NFL facility/programs
- \*Incorporate staff retreat and staff development for leadership, programming, mentoring, knowledge
- \* Visit Navy Seal Training headquarters, visit with military leaders, discussing recovery and training
- \*Collaborate with on campus professionals including Dr Kraemer, and also many strength professionals in the Columbus area

**AN OVERALL RATING MUST BE DESIGNATED FOR ALL EMPLOYEES**

**OVERALL RATING: EXCEEDS EXPECTATIONS**

Employee Signature: 

Manager Signature: 